

**Mount Clemens General Hospital and Michigan Association of Police-911. Case 7-CA-32435**

December 31, 1991

**DECISION AND ORDER**

BY CHAIRMAN STEPHENS AND MEMBERS  
OVIATT AND RAUDABAUGH

On November 7, 1991, the General Counsel of the National Labor Relations Board issued a complaint alleging that the Respondent has violated Section 8(a)(5) and (1) of the National Labor Relations Act by refusing the Union's request to bargain following the Union's certification in Case 7-RC-19518. (Official notice is taken of the "record" in the representation proceeding as defined in the Board's Rules and Regulations, Secs. 102.68 and 102.69(g); *Frontier Hotel*, 265 NLRB 343 (1982).) The Respondent filed its answer admitting in part and denying in part the allegations in the complaint.

On November 29, 1991, the General Counsel filed a Motion for Summary Judgment. On December 4, 1991, the Board issued an order transferring the proceeding to the Board and a Notice to Show Cause why the motion should not be granted. The Respondent filed a response.

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

**Ruling on Motion for Summary Judgment**

In its answer the Respondent admits its refusal to bargain but attacks the validity of the certification on the basis of the unit determination made in the representation proceeding, specifically, the eligibility of the petitioner to represent the unit.

All representation issues raised by the Respondent were or could have been litigated in the prior representation proceeding. The Respondent does not offer to adduce at a hearing any newly discovered and previously unavailable evidence, nor does it allege any special circumstances that would require the Board to reexamine the decision made in the representation proceeding. We therefore find that the Respondent has not raised any representation issue that is properly litigable in this unfair labor practice proceeding. See *Pittsburgh Plate Glass Co. v. NLRB*, 313 U.S. 146, 162 (1941). Accordingly, we grant the Motion for Summary Judgment.

On the entire record, the Board makes the following

**FINDINGS OF FACT**

**I. JURISDICTION**

The Respondent, Mount Clemens General Hospital, is a Michigan corporation, which operates an acute care health facility at Mount Clemens, Michigan. During the past calendar year, Respondent realized gross revenues in excess of \$500,000 and purchased and caused to be transported and delivered to its Mt. Clemens place of business various office supplies and other goods directly from points located outside the State of Michigan.

We find that the Respondent is an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act and that the Union is a labor organization within the meaning of Section 2(5) of the Act.

**II. ALLEGED UNFAIR LABOR PRACTICES**

**A. The Certification**

Following the election held April 17, 1991, the Union was certified on April 25, 1991, as the collective-bargaining representative of the employees in the following appropriate unit:

All full-time and regular part-time security guards employed by the Employer at its 1000 Harrington Boulevard, Mount Clemens, Michigan facilities; but excluding all sergeants and other guard supervisors as defined in the Act and all other employees.

The Union continues to be the exclusive representative under Section 9(a) of the Act.

**B. Refusal to Bargain**

Since October 22, 1991, the Union has requested the Respondent to bargain and, since October 31, 1991, the Respondent has refused. We find that this refusal constitutes an unlawful refusal to bargain in violation of Section 8(a)(5) and (1) of the Act.

**CONCLUSIONS OF LAW**

By refusing on and after October 31, 1991, to bargain with the Union as the exclusive collective-bargaining representative of the employees in the appropriate unit, the Respondent has engaged in unfair labor practices affecting commerce within the meaning of Section 8(a)(5) and (1) and Section 2(6) and (7) of the Act.

**REMEDY**

Having found that the Respondent has violated Section 8(a)(5) and (1) of the Act, we shall order it to cease and desist, to bargain on request with the

Union, and, if an understanding is reached, to embody the understanding in a signed agreement.

To ensure that the employees are accorded the service of their selected bargaining agent for the period provided by law, we shall construe the initial period of the certification as beginning the date the Respondent begins to bargain in good faith with the Union. *Mar-Jac Poultry Co.*, 136 NLRB 785 (1962); *Lamar Hotel*, 140 NLRB 226, 229 (1962), enfd. 328 F.2d 600 (5th Cir. 1964), cert. denied 379 U.S. 817 (1964); *Burnett Construction Co.*, 149 NLRB 1419, 1421 (1964), enfd. 350 F.2d 57 (10th Cir. 1965).

#### ORDER

The National Labor Relations Board orders that the Respondent, Mount Clemens General Hospital, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Refusing to bargain with Michigan Association of Police-911, as the exclusive bargaining representative of the employees in the bargaining unit.

(b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

(a) On request, bargain with the Union as the exclusive representative of the employees in the following appropriate unit on terms and conditions of employment, and if an understanding is reached, embody the understanding in a signed agreement:

All full-time and regular part-time security guards employed by the Employer at its 1000 Harrington Boulevard, Mount Clemens, Michigan facilities; but excluding all sergeants and other guard supervisors as defined in the Act and all other employees.

(b) Post at its facility in Mount Clemens, Michigan, copies of the attached notice marked "Appendix."<sup>1</sup> Copies of the notice, on forms provided by

<sup>1</sup> If this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the National Labor Relations Board" shall read "Posted Pursuant to a Judgment of

the Regional Director for Region 7, after being signed by the Respondent's authorized representative, shall be posted by the Respondent immediately upon receipt and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material.

(c) Notify the Regional Director in writing within 20 days from the date of this Order what steps the Respondent had taken to comply.

the United States Court of Appeals Enforcing an Order of the National Labor Relations Board."

#### APPENDIX

NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
An Agency of the United States Government

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

WE WILL NOT refuse to bargain with Michigan Association of Police-911 as the exclusive representative of the employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing, and sign any agreement reached on terms and conditions of employment for our employees in the bargaining unit:

All full-time and regular part-time security guards employed by the Employer at its 1000 Harrington Boulevard, Mount Clemens, Michigan facilities; but excluding all sergeants and other guard supervisors as defined in the Act and all other employees.

MOUNT CLEMENS GENERAL HOSPITAL